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ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges, based on an annual survey of over 700 colleges and universities. Data cover the following disciplines: Accounting; Business Administration and Management; Business and Management; Chemistry; Communication Technologies; Communications; Computer and Information Science; Curriculum and Instruction; Dramatic Arts; Fine Arts/Drawing; Education. Presented for each discipline is a summary of the overall average salary increase between the baseline year of 1986-87 and the year 1989-90, for both state and private institutions. Data from institutions participating in both years are compared with each other and with the consumer price index. Also included are average salaries by rank and the faculty mix percentage as well as comparisons with other disciplines. The participating institutions are listed. (JB)

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SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1986-87 AND 1989-90 IN THE FOLLOWING DISCIPLINES/MAJOR FIELDS:

Accounting; Business Administration and Management; Business and Management; Business Economics; Chemistry; Communication Technologies; Communications; Computer & Information Sciences; Curriculum and Instruction; Dramatic Arts; Drawing; and, Education

by
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TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, DC, and the other for the nation's private senior colleges and universities.

Salary data from each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines/major fields, 12 of which are included herein in alphabetical order. The disciplines/major fields were chosen from among those defined by the Higher Education General Information (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985.

Each of the 12 disciplines/major fields herein presents a summary of the overall average salary increases in that discipline/major field from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's state (AASCU) study of 1986-87, 210 also participated in the 1989-90 study. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA's private study of 1986-87, 265 also participated in the 1989-90 study. Data from those same 265 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 12 individual disciplines/major fields for both the state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 12 individual disciplines/major fields between the two state studies and the two private studies for each of the two study years (1986-87 and 1989-90) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 36 selected academic disciplines/major fields studied is found in Appendix A of each discipline/major field included herein, and the list of all participating senior colleges and universities is found in Appendixes B (state) and C (private) of each discpline/major field included herein.

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SALARY-TREND STUDY OF FACULTY IN ACCOUNTING FOR THE YEARS 1986-87 AND 1989-90

By
Richard D. Howe
and
Rebecca Kaenzig

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including accounting. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of accounting in the CIP is as follows:

> An instructional program that describes the principles, procedures, and theories of organizing, maintaining, and auditing business and financial transactions.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 45.--06.02)]

This article presents a summary of the overall average salary increases

in the discipline/major field of accounting from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA'S STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in accounting for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1986-87 and 1989-90) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy and the CPI yields a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of accounting in the 1986-87 state study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 1.18 for associate professors in the discipline/major field of accounting in the 1986-87 state study means that their salaries are 18 percent higher than the average of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of accounting with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS AND MANAGEMENT																		
STATE, 1986-87: MAJOR FIELD: ACCOUNTING																		
AVERAGE SALARY:	45722	329	109	38397	365	129	32892	464	137	34479	52	42	23680	195	77	36169	1353	151
FAC MIX PCT:	0.24			0.27			0.34			0.04			0.14			1.00		
SALARY FACTOR:	1.15			1.18			1.21			1.32			1.10			1.11		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: BUSINESS AND MANAGEMENT																		
STATE, 1989-90: MAJOR FIELD: ACCOUNTING																		
AVERAGE SALARY:	55206	383	118	46562	395	128	40149	517	138	41484	92	60	27980	166	79	44447	1461	155
FAC MIX PCT:	0.26			0.27			0.35			0.06			0.11			1.00		
SALARY FACTOR:	1.17			1.21			1.26			1.59			1.14			1.16		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
DISCIPLINE: BUSINESS AND MANAGEMENT																		
PRIVATE, 1986-87: MAJOR FIELD: ACCOUNTING																		
AVERAGE SALARY:	46278	137	64	37758	213	94	30389	242	107	31903	44	34	23041	64	38	35383	656	150
FAC MIX PCT:	0.21			0.32			0.37			0.07			0.10			1.00		
SALARY FACTOR:	1.16			1.21			1.19			1.28			1.12			1.16		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
DISCIPLINE: BUSINESS AND MANAGEMENT																		
PRIVATE, 1989-90: MAJOR FIELD: ACCOUNTING																		
AVERAGE SALARY:	56636	135	67	43958	232	105	36528	265	118	37655	47	42	28064	48	31	42457	680	159
FAC MIX PCT:	0.20			0.34			0.39			0.07			0.07			1.00		
SALARY FACTOR:	1.19			1.19			1.19			1.26			1.16			1.13		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of accounting was reported in 151 of the 210 state (AASCU) institutions. Average salary of the 1,353 faculty was $36,169. This average salary was approximately 11 percent (1.11%) higher than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of accounting was reported in 155 of the same 210 state (AASCU) institutions. The average salary of the 1,461 faculty was $44,447. This average salary was approximately 16 percent (1.16%) higher than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in accounting after three years in the state institutions studied was 22.9 percent ($44,447 minus $36,169 equals $8,279). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 9.1 percent or an average of 3.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.3 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of accounting (22.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.7 percent (22.9% minus 17.2% equals 5.7%) less than faculty in the discipline/major field of accounting.

The reader may note that the faculty mix percentage in accounting is lower at the professor rank than at the assistant professor rank in both the state

studies: 0.24 vs 0.34 (1986-87) and 0.26 vs 0.35 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90) respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to accounting in both of the state studies.

Finally, the hiring rate of new assistant professors in accounting is high in the state studies: 3.8 percent (52/1,353) in 1986-87 vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS in 1986-87. Also, the hiring rate of new assistant professors in accounting in 1989-90 was 6.3 percent (92/1,461) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of accounting is more than for ALL MAJOR FIELDS in both the state studies of 1986-87 and 1989-90.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of accounting was reported in 150 of the 265 private institutions. The average salary of the 656 faculty was $35,383. This average salary was approximately 16 percent (1.16%) higher than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of accounting was reported in 159 of the same 265 private institutions. The average salary of the 680 faculty was $42,457. This average salary was approximately 13 percent (1.13%) higher than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in accounting after three

years in the private institutions studied was 20 percent ($42,457 minus $35,363 equals $7,074). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.2 percent or 2.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of accounting (20%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .9 percent (20% minus 19.1% equals .9%) less than faculty in the discipline/major field of accounting.

In the discipline/major field of accounting, the reader may note that the faculty mix percentage at the professor rank is much less than the assistant professor rank in the private studies: 0.21 vs. 0.37 (1986-87) respectively; and 0.20 vs. 0.39 (1989-90) respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87) respectively; and 0.31 vs. 0.31 (1989-90) respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to accounting in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in accounting in the private studies was greater than the hiring rate in ALL MAJOR FIELDS both in 1986-87, 6.7 percent (44/656) vs. 4.7 percent (1,279/27,249) respectively; and in 1989-90, 6.9 percent (47/680) vs. 5.2 percent (1,476/28,609), respectively. In other words the hiring rate in the discipline/major field of accounting exceeds ALL MAJOR FIELDS in both the private studies of 1986-87 and 1989-90.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of accounting and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 and the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted both for the baseline year and for the trend year--a total of four studies. A total of 4,150 faculty in the discipline/major field of accounting participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of accounting is currently (1989-90) some 16 and 13 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for accounting in the private institutions was 5 percent less in comparison to that in the state institutions in 1986-87, and, the overall salary factor in the private institutions is now (1989-90) almost 3 percent lower in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in accounting, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Accounting faculty salaries in both the state and private institutions exceeded faculty in ALL MAJOR FIELDS at the end of this same

period by 16 percent and 13 percent, respectively. During the past three years the salaries of accounting faculty in the state institutions continued to stay ahead of their colleagues in the private institutions but the "spread" decreased from 5 percent to 3 percent.

Third, in the discipline/major field of accounting the assistant professor rank has a greater percentage compared to full and associate professor ranks for both the state and private studies. The full professor rank is increasing in the state institutions, but decreasing, slightly, in the private institutions.

Fourth, it seems that there continues to be a healthy percentage increase of new assistant professors being hired both in the state institutions (3.8 percent in 1986-87 and 6.3 percent in 1989-90) and in the private institutions (6.7 percent in 1986-87 and 6.9 percent in 1989-90).

Now that a rather significant data base on faculty salaries has been developed, it is anticipated that additional salary-trend studies will be effected both in accounting, and in the other 35 relevant disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Rebecca Kaenzig is assistant professor in the Department of Accounting at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science & Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College
at Brockport (NY)
State University of New York College
at Buffalo (NY)
State University of New York College
at Fredonia (NY)
State University of New York College
at Old Westbury (NY)
State University of New York College
at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--
St. Croix
University of the Virgin Islands--
St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Merdith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensslaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN BUSINESS ADMINISTRATION AND MANAGEMENT FOR THE YEARS 1986-87 AND 1989-90

By
Richard D. Howe
and
Steven L. Widenhouse

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including business administration and management. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of business administration and management in the CIP is as follows:

> An instructional program that generally describes the planning, organizing and controlling of a business, including organizational and human aspects, with emphasis on various theories of management, the knowledge and understanding necessary for managing people and functions, and decision making.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985] p. 45.--06.04)]

This article presents a summary of the overall average salary increases in

the discipline/major field of business administration and management from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of faculty in business administration and management for both state and private participating institutions by rank including "new assistant professor," the faculty mix percentage (FAC MIX PCT) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine-or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of business administration and management in the 1986-87 state study means that 29 percent of the faculty in that discipline/ major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 1.17 for assistant professors in the discipline/major field of business administration and management in the 1986-87 state study means that their salaries are 17 percent higher than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business administration and management with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS AND MANAGEMENT																		
STATE, 1986-87: MAJOR FIELD: BUSINESS ADMINISTRATION & MANAGEMENT																		
AVERAGE SALARY:	43543	512	123	36703	570	128	31845	633	134	32855	115	71	22532	229	86	35253	1944	143
FAC MIX PCT:	0.26			0.29			0.33			0.06			0.12			1.00		
SALARY FACTOR:	1.09			1.12			1.17			1.25			1.05			1.08		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: BUSINESS AND MANAGEMENT																		
STATE, 1989-90: MAJOR FIELD: BUSINESS ADMINISTRATION & MANAGEMENT																		
AVERAGE SALARY:	52072	540	126	43591	626	136	38571	631	134	40325	108	60	25809	240	90	42189	2037	152
FAC MIX PCT:	0.27			0.31			0.31			0.05			0.12			1.00		
SALARY FACTOR:	1.11			1.14			1.21			1.55			1.05			1.10		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
DISCIPLINE: BUSINESS AND MANAGEMENT																		
PRIVATE, 1986-87: MAJOR FIELD: BUSINESS ADMINISTRATION & MANAGEMENT																		
AVERAGE SALARY:	44907	244	82	35825	388	107	28452	460	129	28251	94	53	23699	81	53	33985	1173	159
FAC MIX PCT:	0.21			0.33			0.39			0.08			0.07			1.00		
SALARY FACTOR:	1.12			1.15			1.12			1.13			1.15			1.08		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
DISCIPLINE: BUSINESS AND MANAGEMENT																		
PRIVATE, 1989-90: MAJOR FIELD: BUSINESS ADMINISTRATION & MANAGEMENT																		
AVERAGE SALARY:	52255	287	96	41726	390	117	34682	448	138	35195	74	56	27517	75	39	40726	1200	162
FAC MIX PCT:	0.24			0.33			0.37			0.06			0.06			1.00		
SALARY FACTOR:	1.10			1.13			1.13			1.18			1.14			1.09		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of business administration and management was reported in 143 of the 210 state (AASCU) institutions. The average salary of the 1,944 faculty was $35,253. This average salary was approximately 8 percent (1.08%) higher than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of business administration and management was reported in 152 of the same 210 state (AASCU) institutions. The average salary of the 2,033 faculty was $42,189. This average salary was approximately 10 percent (1.10%) higher than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in business administration and management after three years in the state institutions studied was 19.6 percent ($42,189 minus $32,253 equals $6,936). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.8 percent or an average of 1.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of business administration and management (19.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.4 percent (19.6% minus 17.2% equals 2.4%) less than faculty in the discipline/major field of business administration and management.

The reader may note that the faculty mix percentage in business administration and management is lower at the professor rank than at the assistant professor rank in both the state studies: 0.26 vs 0.29 (1986-87) and 0.27 vs 0.31 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.30 (1986-87) and 0.34 vs. 0.28 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to business administration and management in both of the state studies.

Finally, the hiring rate of new assistant professors in business administration and management in the state studies was higher than the hiring rate in ALL MAJOR FIELDS both in 1986-87, 6 percent (115/1,944) vs. 3.6 percent (1,869/51,460), respectively; and in 1989-90, 5.3 percent (108/2,037) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of business administration and management was reported in 159 of the 265 private institutions. The average salary of the 1,173 faculty was $33,985. This average salary was approximately 8 percent (1.08%) higher than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of business administration and management was reported in 162 of the same 265 private institutions. The average salary of the 1,200 faculty was $40,726. This average salary was about 9 percent (1.09%) higher than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in business administration and management after three years in the private institutions studied was 19.8 percent ($40,726 minus $33,985 equals $6,741). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.0 percent or 2.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.6 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of business administration and management (19.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.2 percent (19.8% minus 19.6% equals 0.2%) less than faculty in business administration and management.

In the discipline/major field of business administration and management, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.21 vs. 0.39 (1986-87), respectively; and 0.24 vs. 0.37 (1989-90), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to business administration and management in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in business administration and management in the private studies was greater than the hiring rate in ALL MAJOR FIELDS both in 1986-87, 8.0 percent (94/1,173) vs. 4.6 percent (1,279/27,249), respectively; and in 1989-90, 6.2 percent (74/1,206) vs. 5.1 percent (1,476/28,609), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of business administration and management and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,354 faculty in the discipline/major field of business administration and management participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of business administration and management is currently (1989-90) some 10 and 9 percent above the overall average faculty salary of the other ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for business administration and management in the private institutions was less compared to that in the state institutions in 1986-87. The overall salary average in the private institutions is now (1989-90) $1,463 below that for the state institutions (3.6%).

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in business administration and management, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Business administration and management faculty salaries in both the state and private institutions exceeded faculty salaries

in ALL MAJOR FIELDS during this same period.

Third, in the discipline/major field of business administration and management the assistant professor rank has a greater percentage compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing at approximately the same rate both in the state and private institutions. It seems that the hiring of new assistant professors is slowing down in both the state and private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in business administration and management, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Steven L. Widenhouse is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University
at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science
& Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College
at Brockport (NY)
State University of New York College
at Buffalo (NY)
State University of New York College
at Fredonia (NY)
State University of New York College
at Old Westbury (NY)
State University of New York College
at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--
St. Croix
University of the Virgin Islands--
St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Merdith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensslaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN COMPUTER AND INFORMATION SCIENCE FOR THE YEARS 1986-87 AND 1989-90

By
Richard D. Howe
and
Steven L. Widenhouse

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including computer and information science. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of computer and information science in the CIP is as follows:

> A summary of groups of instructional programs that describe the coding, processing, and storage of data through repetitious and highly complex mathematical operations at high speed, and in accordance with strictly defined systems and procedures.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 63.--11)]

This article presents a summary of the overall average salary increases in the discipline/major field of computer and information science from the "base-

line year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year". Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of computer and information science faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage), and the salary factor. In addition, comparisons are made using the CPI (consumer price index) of changes in cost-of-living between the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-1984 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of computer and information science in the 1986-87 state study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 1.15 for assistant professors in the discipline/major field of computer and information science in the 1986-87 state study means that their salaries are 15 percent higher than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of computer and information science with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: COMPUTER & INFORMATION SCIENCE																		
STATE, 1986-87: MAJOR FIELD: COMPUTER & INFORMATION SCIENCES																		
AVERAGE SALARY:	44476	251	160	36985	383	141	31322	448	136	31711	60	43	23777	219	91	34256	1301	162
FAC MIX PCT:	0.19			0.29			0.34			0.05			0.17			1.00		
SALARY FACTOR:	1.12			1.13			1.15			1.21			1.11			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: COMPUTER & INFORMATION SCIENCE																		
STATE, 1989-90: MAJOR FIELD: COMPUTER & INFORMATION SCIENCES																		
AVERAGE SALARY:	52126	315	117	44041	384	137	37794	527	145	39350	72	56	26975	212	84	41006	1438	167
FAC MIX PCT:	0.22			0.27			0.37			0.05			0.15			1.00		
SALARY FACTOR:	1.11			1.15			1.19			1.51			1.10			1.07		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
DISCIPLINE: COMPUTER & INFORMATION SCIENCE																		
PRIVATE, 1986-87: MAJOR FIELD: COMPUTER & INFORMATION SCIENCES																		
AVERAGE SALARY:	44378	128	63	39107	217	93	28756	318	144	28140	51	43	22500	95	55	32714	758	180
FAC MIX PCT:	0.17			0.29			0.42			0.07			0.13			1.00		
SALARY FACTOR:	1.11			1.16			1.13			1.13			1.09			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
DISCIPLINE: COMPUTER & INFORMATION SCIENCE																		
PRIVATE, 1989-90: MAJOR FIELD: COMPUTER & INFORMATION SCIENCES																		
AVERAGE SALARY:	50028	119	63	41707	255	106	33906	327	150	32841	46	41	26652	67	42	38361	768	188
FAC MIX PCT:	0.15			0.33			0.43			0.06			0.09			1.00		
SALARY FACTOR:	1.06			1.13			1.11			1.10			1.10			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47397	9026		36865	8771		30261	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of computer and information science was reported in 162 of the 210 state (AASCU) institutions. The average salary of the 1,301 faculty was $34,256. This average salary was approximately 5 percent (1.05%) higher than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of computer and information science was reported in 167 of the same 210 state (AASCU) institutions. The average salary of the 1,438 faculty was $41,006. This average salary was approximately 7 percent (1.07%) higher than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in the discipline/major field of computer and information science after three years in the state institutions studied was 19.7 percent ($41,006 minus $34,256 equals $6,750). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 5.9 percent or an average of 2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of computer and information science (19.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percentage points (19.7% minus 17.2% equals 2.5%) less than faculty in the discipline/major field of computer and information science. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in computer and information science is lower at the professor rank than at the assistant professor rank in both the state studies: 0.19 vs 0.34 (1986-87) and 0.22 vs 0.37 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to computer and information science in both of the state studies.

Finally, the hiring rate of new assistant professors in computer and information science in the state studies was higher than the hiring rate in ALL MAJOR FIELDS in 1986-87, 4.6 percent (60/1,301) vs. 3.6 percent (1,869/51,460), respectively; and lower in 1989-90, 5.0 percent (72/1,438) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of computer and information science was reported in 180 of the 265 private institutions. The average salary of the 758 faculty was $32,714. This average salary was approximately 4 percent (1.04%) higher than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of computer and information science was reported in 188 of the same 265 private institutions. The average salary of the 768 faculty was $38,361. This average salary was about 3 percent (1.03%) higher than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private

study.

The increase in average salaries for all faculty in computer and information science after three years in the private institutions studied was 17.3 percent ($38,361 minus $32,714 equals $5,647). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.5 percent or 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to ALL MAJOR FIELDS (19.1%),therefore, the faculty in the discipline/major field of computer and information science increased their salaries by 1.8 percent (19.1% minus 17.3% equals 1.8%) less than faculty in ALL MAJOR FIELDS. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

In the discipline/major field of computer and information science, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.17 vs. 0.42 (1986-87), respectively; and 0.15 vs. 0.43 (1989-90), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to computer and information science in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in computer and information science in the private studies was greater than the hiring rate in ALL MAJOR FIELDS both in 1986-87, 6.7 percent (51/758) vs. 4.7 percent (1,279/27,249), and in 1989-90, 6.0 percent (46/768) vs. 5.2 percent (1,476/28,609), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of computer and information science and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,265 (2.6%) faculty in the discipline/major field of computer and information science participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of computer and information science is currently (1989-90) some 7 and 3 percent above the overall average faculty salaries of ALL MAJOR FIELDS for both the state and private studies, respectively. The overall average faculty salary for computer and information science in the private institutions was approximately 1 percent lower than in state institutions in the 1986-87 study and in 1989-90. The overall salary average in the private institutions is now (1989-90) approximately 4 percentage points lower in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in computer and information science, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The "real" salaries of computer and information science faculty in both the state and private institutions grew faster than the

"real" salaries of ALL MAJOR FIELDS during this same period.

Third, in the discipline/major field of computer and information science there is a greater percentage of faculty in the assistant professor rank compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing at a goodly rate in the state institutions and decreasing in the private institutions. It seems a smaller percentage of new assistant professors are being hired in both the state and private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in computer and information science, and in other disciplines/major fields, on an annual basis.

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A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University
at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science
& Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College
at Brockport (NY)
State University of New York College
at Buffalo (NY)
State University of New York College
at Fredonia (NY)
State University of New York College
at Old Westbury (NY)
State University of New York College
at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--
St. Croix
University of the Virgin Islands--
St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South (TN)
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN BUSINESS AND MANAGEMENT FOR THE YEARS 1986-87 AND 1989-90

By
Richard D. Howe
and
Robert L. Cherry

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including business and management. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of business and management in the CIP is as follows:

> A summary of groups of instructional programs that describe the processes of purchasing, selling, producing, and interchanging of goods, commodities, and services in profit making and non-profit state and private institutions and agencies.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985] p. 44.--06)]

This article presents a summary of the overall average salary increases in the discipline/major field of business and management from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of faculty in business and management for both state and private participating institutions by rank including "new assistant professor," the faculty mix percentage (FAC MIX PCT) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-1984 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine-or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given

rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .26 for associate professor of business and management in the 1986-87 state study means that 26 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 1.16 for assistant professors in the discipline/major field of business and management in the 1986-87 state study means that their salaries are 16 percent higher than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business and management with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1986-87:							DISCIPLINE: BUSINESS AND MANAGEMENT MAJOR FIELD: BUSINESS AND MANAGEMENT											
AVERAGE SALARY:	44636	431	75	37479	425	85	31361	557	90	32442	74	43	23785	232	60	35351	1645	97
FAC MIX PCT:	0.26			0.26			0.34			0.04			0.14			1.00		
SALARY FACTOR:	1.12			1.15			1.16			1.24			1.11			1.08		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
STATE, 1989-90:							DISCIPLINE: BUSINESS AND MANAGEMENT MAJOR FIELD: BUSINESS AND MANAGEMENT											
AVERAGE SALARY:	52542	359	73	44028	355	80	39291	457	76	42025	79	44	28466	136	47	43090	1307	86
FAC MIX PCT:	0.27			0.27			0.35			0.06			0.10			1.00		
SALARY FACTOR:	1.12			1.15			1.23			1.61			1.16			1.13		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
PRIVATE, 1986-87:							DISCIPLINE: BUSINESS AND MANAGEMENT MAJOR FIELD: BUSINESS AND MANAGEMENT											
AVERAGE SALARY:	44789	232	55	36114	285	70	30031	296	78	32539	34	21	22925	83	38	35128	896	98
FAC MIX PCT:	0.26			0.32			0.33			0.04			0.09			1.00		
SALARY FACTOR:	1.12			1.16			1.18			1.31			1.11			1.12		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
PRIVATE, 1989-90:							DISCIPLINE: BUSINESS AND MANAGEMENT MAJOR FIELD: BUSINESS AND MANAGEMENT											
AVERAGE SALARY:	57229	183	43	45920	247	69	39086	293	78	40486	50	26	29044	66	29	44609	789	97
FAC MIX PCT:	0.23			0.31			0.37			0.06			0.08			1.00		
SALARY FACTOR:	1.21			1.25			1.28			1.36			1.20			1.19		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of business and management was reported in 97 of the 210 state (AASCU) institutions. The average salary of the 1,645 faculty was $35,351. This average salary was approximately 8 percent (1.08) higher than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of business and management was reported in 86 of the same 210 state (AASCU) institutions. The average salary of the 1,307 faculty was $43,090. This average salary was approximately 13 percent (1.13) higher than the average salary of $38,212 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in business and management after three years in the state institutions studied was 21.9 percent ($43,090 minus $35,351 equals $7,739). The CPI reported an increase in the cost--of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 8.1 percent or an average of 2.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of business and management (21.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.7 percentage points (21.9% minus 17.2% equals 4.7%) less than faculty in the discipline/major field of business and management. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in business and management is lower at the professor rank than at the assistant professor rank in both the state studies: 0.26 vs 0.34 (1986-87) and 0.27 vs 0.35 (1988-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to business and management in both of the state studies.

Finally, the hiring rate of new assistant professors in business and management in the state studies was higher than the hiring rate in ALL MAJOR FIELDS both in 1986-87, 4.5 percent (74/1,645) vs. 3.6 percent (1,869/51,460), respectively; and in 1989-90, 6 percent (79/1,307) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of business and management was reported in 98

of the 265 private institutions. The average salary of the 896 faculty was $35,128. This average salary was approximately 12 percent (1.12) higher than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of business and management was reported in 97 of the same 265 private institutions. The average salary of the 789 faculty was $44,609. This average salary was about 19 percent (1.19) higher than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in business amd management after three years in the private institutions studied was 27 percent ($44,609 minus $35,128 equals $9,481). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 13.2 percent or 4.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($374229 minus $31,411 equals $6,011). In comparison to the discipline/major field of business and management (27%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 7.9 percent (27% minus 19.1% equals 7.9%) less than faculty in the discipline/major field of business and management. The inflation--adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

In the discipline/major field of business and management, the reader may note that the faculty mix percentage at the professor rank is less than at the

assistant professor rank in the private studies: 0.26 vs. 0.33 (1986-87), respectively; and 0.23 vs. 0.37 (1989-90), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to business and management because of the tremendous growth in business and management.

Finally, the reader may note that the hiring rate of new assistant professors in business and management in the private studies increased dramatically over the three year span from 1986-87, 3.8 percent (34/896) vs. 6.3 percent, (50/789), 1989-90.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of business and management and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,637 faculty in the discipline/major field of business and management participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of business and management is currently

(1989-90) some 13 and 19 percent above the overall average faculty salary of the other 35 disciplines/major fields for both the state and private studies, respectively. The average faculty salary for business and management in the private institutions was 4 percent greater in comparison to that in the state institutions in 1986-87. The overall salary average in real dollars in the private institutions is now (1989-90) $1,519 greater in comparison to that for the state institutions (3.5%).

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in business and management, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The "real" salaries of business and management faculty in both the state and private institutions grew faster than the "real" salaries of faculty in ALL MAJOR FIELDS during this same period. Although having an average higher than ALL MAJOR FIELDS, business and management faculty in the state institutions have a little catching up to do in salary in comparison to their colleagues in the private institutions.

Third, in the discipline/major field of business and management the assistant professor rank has a greater percentage compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing at a greater rate in the state institutions compared to the private institutions. It seems a slightly smaller percentage of new assistant professors are being hired in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in business and management, and in other disciplines/

major fields, on an annual basis.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University
at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science
& Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Old Westbury (NY)
State University of New York College at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC
University of North Carolina at Wilmington (NC
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (S
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--St. Croix
University of the Virgin Islands--St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Platteville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South (TN)
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN BUSINESS ECONOMICS FOR THE YEARS 1986-87 AND 1989-90

By
Richard D. Howe
and
Larry Ellis

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including business economics. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of business economics in the CIP is as follows:

> An instructional program that describes the principles and methods for organizing a business firm and for combining resources to produce goods and services, taking account of costs, profits and the nature and extent of competition in markets.*
>
> [* Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics,[1985], p.45.--06.0501)]

This article presents a summary of the overall average salary increases in the discipline/major field of business economics from the "baseline year" of

1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of business economics faculty for both state and private participating institutions by rank including "new assistant professors," the faculty mix percentage (FAC MIX PCT) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of business economics in the 1986-87 state study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 1.09 for assistant professors in the discipline/major field of business economics in the 1986-87 state study means that their salaries are 9 percent higher than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business economics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS AND MANAGEMENT																		
STATE, 1986-87: MAJOR FIELD: BUSINESS ECONOMICS																		
AVERAGE SALARY:	41741	277	96	34398	267	98	29502	267	90	28993	48	36	23861	58	42	34531	869	111
FAC MIX PCT:	0.32			0.31			0.31			0.06			0.07			1.00		
SALARY FACTOR:	1.05			1.05			1.09			1.11			1.11			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: BUSINESS AND MANAGEMENT																		
STATE, 1989-90: MAJOR FIELD: BUSINESS ECONOMICS																		
AVERAGE SALARY:	49461	226	71	41049	193	65	36400	194	66	35802	38	25	26194	33	22	41836	646	82
FAC MIX PCT:	0.35			0.30			0.30			0.06			0.05			1.00		
SALARY FACTOR:	1.05			1.07			1.14			1.38			1.07			1.09		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
DISCIPLINE: BUSINESS AND MANAGEMENT																		
PRIVATE, 1986-87: MAJOR FIELD: BUSINESS ECONOMICS																		
AVERAGE SALARY:	42099	153	80	33839	179	91	28033	241	101	27592	33	24	21249	38	22	32384	611	141
FAC MIX PCT:	0.25			0.29			0.39			0.05			0.06			1.00		
SALARY FACTOR:	1.05			1.09			1.10			1.11			1.03			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
DISCIPLINE: BUSINESS AND MANAGEMENT																		
PRIVATE, 1989-90: MAJOR FIELD: BUSINESS ECONOMICS																		
AVERAGE SALARY:	50154	103	54	40315	167	76	33759	170	72	35169	23	17	25858	23	16	39378	463	106
FAC MIX PCT:	0.22			0.36			0.37			0.05			0.05			1.00		
SALARY FACTOR:	1.06			1.09			1.10			1.18			1.07			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of business economics was reported in 111 of the 210 state (AASCU) institutions. The average salary of the 869 faculty was $34,531. This average salary was approximately 6 percent (1.06%) higher than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of business economics was reported in 82 of the same 210 state (AASCU) institutions. The average salary of the 646 faculty was $41,836. This average salary was approximately 9 percent (1.09%) higher than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in business economics after three years in the state institutions studied was 21.3 percent ($41,836 minus $34,531 equals $7,305). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.5 percent or an average of 2.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of business economics (21.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.1 percent (21.3% minus 17.2% equals 4.1%) less than faculty in the discipline/major field of business economics.

The reader may note that the faculty mix percentage in business economics is higher at the professor rank than at the assistant professor rank in both the state studies: 0.32 vs 0.31 (1986-87) and 0.35 vs 0.30 (1989-90),

respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a somewhat similar percentage of professors and assistant professors compared to business economics in both of the state studies.

Finally, the hiring rate of new assistant professors in business economics is high in the state studies: 5.5 percent (48/869) in 1986-87 vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS in 1986-87. Also, the hiring rate of new assistant professors in business economics in 1989-90 was 5.9 percent (39/646) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS that same year. In other words with the hiring rate in the discipline/major field of business economics being higher than that for ALL MAJOR FIELDS in both of the state studies indicates that business economics continues to be a "growing" discipline nationally.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of business economics was reported in 141 of the 265 private institutions. The average salary of the 611 faculty was $32,384. This average salary was approximately 5 percent (1.05%) higher than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of business economics was reported in 106 of the same 265 private institutions. The average salary of the 463 faculty was $39,378. This average salary was approximately 5 percent (1.05%) higher than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private

study.

The increase in average salaries for all faculty in business economics after three years in the private institutions studied was 21.6 percent ($39,378 minus $32,384 equals $6,994). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.4 percent or 2.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,423 minus $31,411 equals $6,011). In comparison to ALL MAJOR FIELDS (19.1%), therefore, the faculty in the discipline/major field of business economics increased their salaries by 2.5 percent (21.6% minus 19.1% equals 2.5%) more than faculty in ALL MAJOR FIELDS.

In the discipline/major field of business economics, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.25 vs. 0.39 (1986-87), respectively; and 0.22 vs. 0.37 (1989-90), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to business economics in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in business economics in the private studies was greater than the hiring rate in ALL MAJOR FIELDS in 1986-87, 5.4 percent (33/611) vs. 4.7 percent (1,279/27,249), respectively; and lower in 1989-90, 5 percent (23/463) vs. 5.2 percent (1,476/28,609), respectively. In other words the hiring rate in the discipline/major field of business economics exceeds ALL MAJOR FIELDS in the private study of 1986-87 and is lower in the private study of 1989-90.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of business economics and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,589 faculty in the discipline/major field of business economics participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of business economics is currently (1989-90) some 9 and 5 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for business economics in the state institutions was greater in comparison to that in the private institutions in 1986-87. The overall salary factor in the state institutions is now (1989-90) 4 percent higher than the overall average in comparison to that for the private institutions: 1.09 vs. 1.05, respectively.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in business economics, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Business economics faculty salaries in both the state and private institutions exceeded faculty in ALL MAJOR FIELDS during this same

period.

Third, in the discipline/major field of business economics the assistant professor rank has a greater percentage compared to the full professor rank for the private studies and just the opposite is the case for the state studies. The full professor rank appears to be increasing more quickly in the state institutions. It seems that a slightly higher percentage of new assistant professors are being hired in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in business economics, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University
at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science
& Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College
at Brockport (NY)
State University of New York College
at Buffalo (NY)
State University of New York College
at Fredonia (NY)
State University of New York College
at Old Westbury (NY)
State University of New York College
at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--
St. Croix
University of the Virgin Islands--
St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Merdith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensslaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN CHEMISTRY FOR THE YEARS 1986-87 AND 1989-90

By
Richard D. Howe
and
Donald W. Sink

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including chemistry. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of chemistry in the CIP is as follows:

> A group of instructional programs that describe the micro and macro str ture of matter, of the changes matter undergoes, of the energy involved in these changes, and of the models that interpret and the theories and laws that describe these phenomena.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 129.--40.05)]

This article presents a summary of the overall average salary increases in the discipline/major field of chemistry from the "baseline year" of 1986-87 to

and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in chemistry for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1986-87 and 1989-90) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI uses a base period of 1982-1984 and based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Therefore, the CPI yields a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .25 for associate professor of chemistry in the 1986-87 state study means that 25 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of .96 for assistant professors in the discipline/major field of chemistry in the 1986-87 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of chemistry with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PHYSICAL SCIENCES																		
STATE, 1986-87: MAJOR FIELD: CHEMISTRY, GENERAL																		
AVERAGE SALARY:	39700	761	163	32420	359	144	25973	285	128	24631	47	40	20649	30	22	34754	1435	180
FAC MIX PCT:	0.53			0.25			0.20			0.03			0.02			1.00		
SALARY FACTOR:	1.00			0.99			0.96			0.94			0.96			1.07		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: PHYSICAL SCIENCES																		
STATE, 1989-90: MAJOR FIELD: CHEMISTRY, GENERAL																		
AVERAGE SALARY:	47083	811	175	37638	337	137	30294	320	136	29186	69	58	23101	42	31	40750	1510	184
FAC MIX PCT:	0.54			0.22			0.21			0.05			0.03			1.00		
SALARY FACTOR:	1.00			0.98			0.95			1.12			0.94			1.07		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
DISCIPLINE: PHYSICAL SCIENCES																		
PRIVATE, 1986-87: MAJOR FIELD: CHEMISTRY, GENERAL																		
AVERAGE SALARY:	40200	499	186	30262	264	147	24461	225	134	23175	42	35	19863	25	22	33612	1013	233
FAC MIX PCT:	0.49			0.26			0.22			0.04			0.02			1.00		
SALARY FACTOR:	1.00			0.97			0.96			0.93			0.97			1.07		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27429	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
DISCIPLINE: PHYSICAL SCIENCES																		
PRIVATE, 1989-90: MAJOR FIELD: CHEMISTRY, GENERAL																		
AVERAGE SALARY:	47348	513	188	35053	265	147	29471	230	142	27386	38	34	23650	18	17	39749	1026	235
FAC MIX PCT:	0.50			0.26			0.22			0.04			0.02			1.00		
SALARY FACTOR:	1.00			0.95			0.96			0.92			0.98			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29870	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of chemistry was reported in 180 of the 210 state (AASCU) institutions. The average salary of the 1,435 faculty was $34,754. This average salary was approximately 7 percent (1.07%) higher than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of chemistry was reported in 184 of the same 210 state (AASCU) institutions. The average salary of the 1,510 faculty was $40,750. This average salary was approximately 7 percent (1.07%) higher than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in chemistry after three years in the state institutions studied was 17.3 percent ($40,750 minus $34,754 equals $5,996). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.5 percent or an average of 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to ALL MAJOR FIELDS (17.2%), therefore, the faculty in the discipline/major field of chemistry increased their salaries by 0.1 percent (17.3% minus 17.2% equals 0.1%) more than faculty in ALL MAJOR FIELDS. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

Since the discipline/major field of chemistry is one of the "older"

disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the state studies; 0.53 vs. 0.20 (1986-87) respectively; and 0.54 vs. 0.21 (1989-90) respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to chemistry in both state studies.

Finally, the hiring rate of new assistant professors in chemistry is moderate in the state studies: 3.3 percent (47/1,435) in 1986-87 vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS in 1986-87. Also, the hiring rate of new assistant professors in chemistry in 1989-90 was 4.6 percent (69/1,510) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of chemistry is lower than for ALL MAJOR FIELDS in 1986-87 and in 1989-90.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of chemistry was reported in 233 of the 265 private institutions. The average salary of the 1,013 faculty was $33,612. This average salary was approximately 7 percent (1.07%) higher than the average salary of $31,411 for all 27,429 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of chemistry was reported in 235 of the same 265 private institutions. The average salary of the 1,026 faculty was $39,749. This average salary was approximately 6 percent (1.06%) higher than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study

The increase in average salaries for all faculty in chemistry after three years in the private institutions studied was 18.2 percent ($39,749 minus $33,612 equals $6,137). The CPI of increased cost-of-living between October 1987 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.4 percent or 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of chemistry (18.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.9 percent (19.1% minus 18.2% equals 0.9%) more than faculty in the discipline/major field of chemistry.

Because the discipline/major field of chemistry is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private studies: 0.49 vs. 0.22 (1986-87) respectively; and 0.50 vs. 0.22 (1989-90) respectively. This differs from ALL MAJOR FIELDS; FAC MIX PCT are equal or nearly equal for both private studies: 0.31 vs. 0.31 (1986-87); and 0.32 vs. 0.31 (1989-90) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors than chemistry in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in chemistry in the 1986-87 private study was lower than the hiring rate in ALL MAJOR FIELDS; 3.4 percent (42/1,013) vs. 4.7 percent (1,279/27,429) respectively; and in the 1989-90 private study, quite lower: 3.7 percent (38/1,026) vs. 5.2 percent (1,476/28,609) respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of chemistry and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 and the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,984 (3.1%) faculty in the discipline/major field of chemistry participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of chemistry is currently (1989-90) some 7 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for chemistry in the private institutions was 3.4 percent lower in actual dollars than that in the state institutions in 1986-87. The overall salary average in the private institutions is now (1989-90) only 2.5 percent less than that in the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in chemistry, in both the state and private institutions, received slight overall salary increases for three years above the cost-of-living. Chemistry faculty salaries in both the state and private institutions were some 6 and 7 percent ahead of faculty in ALL MAJOR FIELDS at the end of this same period.

Third, since the discipline/major field of chemistry is one of the older disciplines, there is a marked difference between the number of faculty with the rank of full professor and assistant professor in the state and in the private institutions. The full professor rank is already "top heavy" in both the state and private institutions. It seems a healthy percentage of new assistant professors are being hired both in the state and private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in chemistry, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Donald W. Sink is a professor of chemistry and dean of the College of Arts & Sciences at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University
at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science
& Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Old Westbury (NY)
State University of New York College at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--St. Croix
University of the Virgin Islands--St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Platteville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South (TN)
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN COMMUNICATION TECHNOLOGIES FOR THE YEARS 1986-87 AND 1989-90

By
Richard D. Howe
and
Patton Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including communication technologies. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of communication technologies in the CIP is as follows:

> A summary of groups of instructional programs that prepare individuals to support and assist communication professionals and skilled communication workers. Programs stress specialized, practical knowledge related to the mechanical, scientific, or technical aspects of communications. These groups include the technologies of educational media; motion picture; photography; and, radio and television production and broadcasting.*
>
> [Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985] p. 62.--10.)]

This article presents a summary of the overall average salary increases in

the discipline/major field of communication technologies from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA'S STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of communication technologies faculty for both private and state participating institutions by rank, including "new assistant professor," FAC MIX PCT (Faculty Mix Percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .26 for associate professor of communication technologies in the 1986-87 state study means that 26 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.89 for associate professors in the discipline/major field of communication technologies in the 1986-87 state study means that their salaries are 11 percent lower than the average of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of communication technologies with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

DISCIPLINE: COMMUNICATION TECHNOLOGIES

STATE, 1986-1987: MAJOR FIELD: RADIO, TV PROD, & BROADCASTING TECH

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	37164	37	9	29061	28	11	25197	32	11	23438	4	3	20403	10	4	29898	107	15
FAC MIX PCT:	0.35			0.26			0.30			0.04			0.09			1.00		
SALARY FACTOR:	0.93			0.89			0.93			0.89			0.95			0.92		

ALL MAJOR FIELDS

AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		

DISCIPLINE: COMMUNICATION TECHNOLOGIES

STATE, 1989-90: MAJOR FIELD: RADIO, TV PROD & BROADCASTING TECH

AVERAGE SALARY:	48847	31	7	37631	19	8	29028	29	9	29556	1	1	24958	6	4	37892	85	9
FAC MIX PCT:	0.36			0.22			0.34			0.01			0.07			1.00		
SALARY FACTOR:	1.04			0.98			0.91			1.14			1.02			0.99		

ALL MAJOR FIELDS

AVERAGE SALARY:	47023	18930		38532	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		

DISCIPLINE: COMMUNICATION TECHNOLOGIES

PRIVATE, 1986-87: MAJOR FIELD: RADIO, TV PROD, & BROADCASTING TECH

AVERAGE SALARY:	31792	12	10	28992	15	10	24315	41	19	24880	7	4	22061	14	6	25880	82	27
FAC MIX PCT:	0.15			0.18			0.50			0.09			0.17			1.00		
SALARY FACTOR:	0.79			0.93			0.95			1.00			1.07			0.82		

ALL MAJOR FIELDS

AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

DISCIPLINE: COMMUNICATION TECHNOLOGIES

PRIVATE, 1989-90: MAJOR FIELD: RADIO, TV PROD, & BROADCASTING TECH

AVERAGE SALARY:	40913	7	4	35019	17	10	29443	38	13	28106	10	5	20947	6	5	31268	68	19
FAC MIX PCT:	0.10			0.25			0.56			0.15			0.09			1.00		
SALARY FACTOR:	0.86			0.95			0.96			0.94			0.87			0.84		

ALL MAJOR FIELDS

AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of communication technologies was reported in 15 of the 210 state (AASCU) institutions. The average salary of the 107 faculty was $29,898. This average salary was approximately 8 percent (0.92%) lower than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of communication technologies was reported in 9 of the same 210 state (AASCU) institutions. The average salary of the 85 faculty was $37,892. This average salary was about 1 percent (0.99%) lower than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in communication technologies after three years in the state institutions studied was 26.7 percent ($37,892 minus $29,898 equals $7,994). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 12.9 percent or an average of 4.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of communication technologies (26.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 9.5 percent (26.7% minus 17.2% equals 9.5%) more than faculty in the discipline/major field of communication technologies.

The reader may note that the faculty mix percentage in communication technologies is higher at the professor rank than at the assistant professor rank

in both the state studies: 0.35 vs. 0.30 (1986-87) and 0.36 vs. 0.34 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90) respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to communication technologies in both of the state studies.

Finally, the hiring rate of new assistant professors in communication technologies was higher in comparison to ALL MAJOR FIELDS in the 1986-87 state study: 3.7 percent (4/107) vs. 3.6 percent (1,869/51,460), respectively. The hiring rate of new assistant professors in communication technologies in 1989-90, however, was less than that of ALL MAJOR FIELDS: 1.2 percent (1/85) vs. 5.2 percent (2,865/55,567) respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of communication technologies was reported in 27 of the 265 private institutions. The average salary of the 82 faculty was $25,880. This average salary was approximately 18 percent (0.82) lower than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of communication technologies was reported in 19 of the same 265 private institutions. The average salary of the 68 faculty was $31,268. This average salary was approximately 16 percent (0.84) lower than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in communication technol-

ogies after three years in the private institutions studied was 20.8 percent ($31,268 minus $25,880 equals $5,388). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7 percent or 2.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of communication technologies (20.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.7 percent (20.8% minus 19.1% equals 1.7%) less than faculty in the discipline/major field of communication technologies.

In the discipline/major field of communication technologies, the reader may note that the faculty mix percentage at the professor rank is lower than at the assistant professor rank in the 1986-87 private studies: 0.15 vs. 0.50, respectively; and also lower in the 1989-90 private studies: 0.10 vs. 0.56, respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors compared to communication technologies in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in communication technologies in the private studies was much greater than the hiring rate in ALL MAJOR FIELDS both in 1986-87, 8.5 percent (7/82) vs. 4.7 percent (1,279/27,249), respectively; and in 1989-90, 14.7 percent (10/68) vs. 5.2 percent (1,476/28,609), respectively. In other words the hiring rate in the discipline/major field of communication technologies greatly exceeds that of ALL MAJOR FIELDS in both the private studies.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of communication technologies and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 342 faculty in the discipline/major field of communication technologies participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of communication technologies is currently (1989-90) some 1 and 16 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for communication technologies in the private institutions was approximately 10 percent less in comparison to that in the state institutions in 1986-87. The overall salary average in the private institutions is now (1989-90) 15 percent less in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in communication technologies, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Communication technologies faculty salaries in the state institutions lagged slightly behind faculty salaries in ALL MAJOR FIELDS during this same period and faculty in the private institutions were much behind.

Third, in the discipline/major field of communication technologies the assistant professor rank has a lesser percentage compared to the full professor rank for the state studies but is much greater for the private studies. The full professor rank appears to be increasing rather slowly in the state institutions and declined dramatically in the private institutions. It seems a smaller percentage of new assistant professors in communication technologies are being hired in the state institutions but just the opposite is true in the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in communication technologies, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Patton Reighard is professor of communication arts and assistant dean of the College of Fine & Applied Arts at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science & Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginav Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College
at Brockport (NY)
State University of New York College
at Buffalo (NY)
State University of New York College
at Fredonia (NY)
State University of New York College
at Old Westbury (NY)
State University of New York College
at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--
St. Croix
University of the Virgin Islands--
St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Merdith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensslaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN COMMUNICATIONS FOR THE YEARS 1986-87 AND 1989-90

By
Richard D. Howe
and
Patton Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including communications. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of communications in the CIP is as follows:

> A summary of groups of instructional programs that describe the creation, transmission, and evaluation of messages.
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 61.--09.)]

This article presents a summary of the overall average salary increases in the discipline/major field of communications from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private

institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of communications faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of communications in the 1986-87 state study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.98 for professors in the discipline/major field of communications in the 1986-87 state study means that their salaries are 2 percent lower than the average of all professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of communications with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1986-87:							DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS											
AVERAGE SALARY:	38831	264	97	31264	326	115	25652	392	121	24697	60	43	20846	196	79	29358	1178	139
FAC MIX PCT:	0.22			0.28			0.33			0.05			0.17			1.00		
SALARY FACTOR:	0.98			0.96			0.95			0.94			0.97			0.90		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
STATE, 1989-90:							DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS											
AVERAGE SALARY:	45249	287	104	36845	367	122	29684	489	130	28334	88	53	24169	217	87	34021	1360	147
FAC MIX PCT:	0.21			0.27			0.36			0.06			0.16			1.00		
SALARY FACTOR:	0.96			0.96			0.93			1.09			0.99			0.89		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
PRIVATE, 1986-87:							DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS											
AVERAGE SALARY:	36126	118	57	30775	166	81	24319	222	87	23800	36	28	19962	63	45	28187	569	126
FAC MIX PCT:	0.21			0.29			0.39			0.06			0.11			1.00		
SALARY FACTOR:	0.91			0.99			0.95			0.96			0.97			0.90		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
PRIVATE, 1989-90:							DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS											
AVERAGE SALARY:	43872	137	69	36702	227	95	28446	316	119	26351	54	38	23231	90	57	33015	770	155
FAC MIX PCT:	0.18			0.29			0.41			0.07			0.12			1.00		
SALARY FACTOR:	0.93			1.00			0.93			0.88			0.96			0.88		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47397	9026		36865	8771		30261	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of communications was reported in 139 of the 210 state (AASCU) institutions. The average salary of the 1,178 faculty was $29,358. This average salary was approximately 10 percent (0.90%) lower than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of communications was reported in 147 of the same 210 state (AASCU) institutions. The average salary of the 1,360 faculty was $34,021. This average salary was approximately 11 percent (0.89%) lower than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in communications after three years in the state institutions studied was 15.9 percent ($34,021 minus $29,358 equals $4,663). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 2.1 percent or an average of 0.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of communications (15.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.3 percent (17.2% minus 15.9% equals 1.3%) more than faculty in the discipline/major field of communications.

The reader may note that the faculty mix percentage in communications is lower at the professor rank than at the assistant professor rank in both the state studies: 0.22 vs 0.33 (1986-87) and 0.21 vs 0.36 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assis-

tant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to communications in both of the state studies.

Finally, the hiring rate of new assistant professors in communications is high in the state studies: 5.1 percent (60/1,178) in 1986-87 vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS in 1986-87. Also, the hiring rate of new assistant professors in communications in 1989-90 was 6.5 percent (88/1,360) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of communications is more than for ALL MAJOR FIELDS in the state study of 1986-87. And, the hiring rate in the discipline/major field of communications is also higher than for ALL MAJOR FIELDS in the state study of 1989-90.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of communications was reported in 126 of the 265 private institutions. The average salary of the 569 faculty was $28,187. This average salary was approximately 10 percent (0.90%) lower than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of communications was reported in 155 of the same 265 private institutions. The average salary of the 770 faculty was $33,015. This average salary was approximately 12 percent (0.88%) lower than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in communications after

three years in the private institutions studied was 17.1 percent ($33,015 minus $28,187 equals $4,828). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3.3 percent or 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of communications (17.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2 percent (19.1% minus 17.1% equals 2%) more than faculty in the discipline/major field of communications.

In the discipline/major field of communications, the reader may note that the faculty mix percentage at the professor rank is much less than at the assistant professor rank in the private studies: 0.21 vs. 0.39 (1986-87), respectively; and 0.18 vs. 0.41 (1989-90), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87) respectively; and 0.32 vs. 0.31 (1989-90) respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to communications in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in communications in the private studies was greater than the hiring rate in ALL MAJOR FIELDS both in 1986-87, 6.3 percent (36/569) vs. 4.7 percent (1,279/27,249), respectively; and in 1989-90, 7.0 percent (54/770) vs. 5.2 percent (1,476/28,609), respectively. In other words the hiring rate in the discipline/ major field of communications exceeds ALL MAJOR FIELDS in both the private studies of 1986-87 and 1989-90.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of communications and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,262 faculty in the discipline/major field of communications participated and were included in the overall total of 162,885 faculty in all 36 disciplines/ major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of communications is currently (1989-90) approximately 11 percent ans 12 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for communications in the private institutions was approximately the same in comparison to that in the state institutions in 1986-87. The overall salary factor in the private institutions is now (1989-90) 1 percent less in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in communications, in both state and private institutions, received overall salary increases for three years above the cost-of-living. However, communications faculty salaries in both the state and private institutions lagged behind those of ALL MAJOR FIELDS during this same period. Communications faculty in both state and private institutions have some catching up to do in salary in comparison to their colleagues in ALL MAJOR FIELDS.

Third, in the discipline/major field of communications the assistant professor rank has a greater percentage compared to full professor for both the state and private studies. The full professor rank appears to be decreasing in the state institutions, and decreasing more so in the private institutions. It seems a smaller percentage of new assistant professors in ALL MAJOR FIELDS are being hired in comparison to communications in both the state and private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in communications, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Patton Reighard is professor of communication arts and assistant dean of the College of Fine and Applied Arts at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University
at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science
& Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Old Westbury (NY)
State University of New York College at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--St. Croix
University of the Virgin Islands--St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Platteville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Merdith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensslaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN CURRICULUM AND INSTRUCTION FOR THE YEARS 1986-87 AND 1989-90

By
Richard D. Howe
and
Arthur Quickenton

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including curriculum and instruction. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of curriculum and instruction in the CIP is as follows:

> An instructional program that describes the theories, methods, and procedures of designing, controlling, developing, and integrating educational activities and programs.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 66.--13.0301.)]

This article presents a summary of the overall average salary increases in the discipline/major field of curriculum and instruction from the "baseline

year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year". Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of curriculum and instruction faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-1984 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professor of curriculum and instruction in the 1986-87 state study means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.98 for assistant professors in the discipline/major field of curriculum and instruction in the 1986-87 state study means that their salaries are approximately 2 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of curriculum and instruction with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION																		
STATE, 1986-87: MAJOR FIELD: CURRICULUM AND INSTRUCTION																		
AVERAGE SALARY:	39057	236	39	32423	195	39	26669	135	33	23696	28	17	21640	37	18	33069	603	43
FAC MIX PCT:	0.39			0.32			0.22			0.05			0.06			1.00		
SALARY FACTOR:	0.98			0.99			0.98			0.90			1.01			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: EDUCATION																		
PUBLIC, 1989-90: MAJOR FIELD: CURRICULUM AND INSTRUCTION																		
AVERAGE SALARY:	45502	231	44	37727	183	43	31045	184	43	30241	32	20	24538	47	22	37644	645	48
FAC MIX PCT:	0.36			0.28			0.29			0.05			0.07			1.00		
SALARY FACTOR:	0.97			0.98			0.97			1.16			1.00			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
DISCIPLINE: EDUCATION																		
PRIVATE, 1986-87: MAJOR FIELD: CURRICULUM AND INSTRUCTION																		
AVERAGE SALARY:	47337	15	5	36365	24	6	27261	23	10	24759	7	5	20000	1	1	35394	63	12
FAC MIX PCT:	0.24			0.38			0.37			0.11			0.02			1.00		
SALARY FACTOR:	1.18			1.17			1.07			0.99			0.97			1.13		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	40015	8507		31131	8439		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
DISCIPLINE: EDUCATION																		
PRIVATE, 1989-90: MAJOR FIELD: CURRICULUM AND INSTRUCTION																		
AVERAGE SALARY:	50178	20	7	40212	27	8	31683	23	8	30000	1	1				40257	70	11
FAC MIX PCT:	0.29			0.39			0.33			0.01						1.00		
SALARY FACTOR:	1.06			1.09			1.03			1.01						1.08		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of curriculum and instruction was reported in 43 of the 210 state (AASCU) institutions. The average salary of the 603 faculty was $33,069. This average salary was approximately 1 percent (1.01%) higher than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of curriculum and instruction was reported in 48 of the same 210 state (AASCU) institutions. The average salary of the 645 faculty was $37,644. This average salary was 1 percent lower than (.99%) the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in the discipline/major field of curriculum and instruction after three years in the state institutions studied was 13.8 percent ($37,644 minus $33,069 equals $4,575). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 0.0 percent above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of curriculum and instruction (13.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.4 percentage points (17.2% minus 13.8% equals 3.4%) more than faculty in the discipline/major field of curriculum and instruction.In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent.

The reader may note that the faculty mix percentage in curriculum and instruction is higher at the professor rank than at the assistant professor

rank in both the state studies: 0.39 vs 0.22 (1986-87) and 0.36 vs 0.29 (1989-90), or an average of 1.1 percent per year, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors in the 1986-87 study. However in the 1989-90 study, ALL MAJOR FIELDS has a lower percentage of professors and an equal percentage (29%) of assistant professors with curriculum and instruction.

Finally, the hiring rate of new assistant professors in curriculum and instruction in the 1986-87 state study was slightly higher than the hiring rate in ALL MAJOR FIELDS, 4.6 percent (28/603) vs. 3.6 percent (1,869/51,460), respectively. Currently,in 1990-91, the hiring rate in curriculum and instruction is slightly lower than the hiring rate in ALL MAJOR FIELDS, 5.0 percent (32/645) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of curriculum and instruction was reported in 12 of the 265 private institutions. The average salary of the 63 faculty was $35,394. This average salary was approximately 13 percent (1.13%) higher than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of curriculum and instruction was reported in 11 of the same 265 private institutions. The average salary of the 70 faculty was $40,257. This average salary was about 8 percent (1.08%) higher than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in curriculum and instruction after three years in the private institutions studied was 13.7 percent ($40,257 minus $35,394 equals $4,863). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is -0.1 percent or less than 0.1 percent each year less than the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of curriculum and instruction (13.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.4 percent (19.1% minus 13.7% equals 5.4%) more than faculty in curriculum and instruction. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

In the discipline/major field of curriculum and instruction, the reader may note that the faculty mix percentage at the professor rank was lower than at the assistant professor rank in the 1986-87 private study: 0.24 vs. 0.37, respectively; and was lower in the 1989-90 private study: 0.29 vs. 0.33, respectively. The faculty mix percentage at the professor rank was similar to the assistant professor rank for ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87) and 0.32 vs. 0.31 (1989-90), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in curriculum and instruction in the 1986-87 private study was higher than the hiring rate in ALL MAJOR FIELDS, 11.0 percent (7/63) vs. 4.6 percent (1,279/27,249), respectively. Also, in the 1989-90 private study, the hiring rate in curriculum and instruction was less than that for ALL MAJOR FIELDS, 1.4 percent (1/70) vs. 5.2 percent (1,476/28,609), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of curriculum and instruction and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,381 faculty in the discipline/major field of curriculum and instruction participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of curriculum and instruction is now, 1989-90, some 1 percent and 8 percent above the overall average faculty salaries in ALL MAJOR FIELDS in the state and private studies, respectively. The average faculty salary for curriculum and instruction in the private institutions was approximately 12 percentage points more compared to that in the state institutions in 1986-87 and in 1989-90. The overall salary factor in the private institutions is now (1989-90) 9 percent more above that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in curriculum and instruction, in both the state and private institutions, received overall salary increases for three years at all above the cost-of-living. The "real" salaries of Curriculum and instruction faculty in the state institutions lagged behind faculty in ALL MAJOR FIELDS in 1989-90, but in the private institutions faculty salaries averaged eight percent above ALL MAJOR FIELDS.

Curriculum and instruction faculty in the state institutions have some catching up to do in salary in comparison to their colleagues in ALL MAJOR FIELDS.

Third, in the discipline/major field of curriculum and instruction there is a greater percentage of faculty in the assistant professor rank compared to the assistant professor rank in the state studies. In the private studies the full professor rank was much greater in comparison to the assistant professor rank both in the 1986-87 study and the 1989-90 study. The full professor rank appears to be slightly increasing in the private institutions, whereas the full professor rank appears to be slightly decreasing in the state studies and increasing in the private studies. It seems a smaller percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in curriculum and instruction, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science & Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College
at Brockport (NY)
State University of New York College
at Buffalo (NY)
State University of New York College
at Fredonia (NY)
State University of New York College
at Old Westbury (NY)
State University of New York College
at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--
St. Croix
University of the Virgin Islands--
St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South (TN)
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN DRAMATIC ARTS FOR THE YEARS 1986-87 AND 1989-90

By
Richard D. Howe
and
Linda D. Smith

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including dramatic arts. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of dramatic arts in the CIP is as follows:

> An instructional program that describes the development, theory, and processes of creating live performances through human expressive modalities.*
>
> *Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 158.--50.0501.)]

This article presents a summary of the overall average salary increases in

the discipline/major field of dramatic arts from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year". Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of dramatic arts faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage), and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-1984 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of dramatic arts in the 1986-87 state study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.89 for assistant professors in the discipline/major field of dramatic arts in the 1986-87 state study means that their salaries are 11 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of dramatic arts with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: VISUAL & PERFORMING ARTS																		
STATE, 1986-87:							**MAJOR FIELD: DRAMATIC ARTS**											
AVERAGE SALARY:	38939	168	78	30921	153	74	24184	207	87	22070	29	25	20837	49	34	29982	577	104
FAC MIX PCT:	0.29			0.27			0.36			0.05			0.08			1.00		
SALARY FACTOR:	0.98			0.95			0.89			0.84			0.97			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: VISUAL & PERFORMING ARTS																		
STATE, 1989-90:							**MAJOR FIELD: DRAMATIC ARTS**											
AVERAGE SALARY:	44859	208	85	35317	197	85	28750	255	101	26826	64	43	23747	44	29	35034	704	119
FAC MIX PCT:	0.30			0.28			0.36			0.09			0.06			1.00		
SALARY FACTOR:	0.95			0.92			0.90			1.03			.97			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
DISCIPLINE: VISUAL & PERFORMING ARTS																		
PRIVATE, 1986-87:							**MAJOR FIELD: DRAMATIC ARTS**											
AVERAGE SALARY:	36633	98	56	28962	112	68	23504	167	91	21246	29	22	18991	30	29	27834	407	131
FAC MIX PCT:	0.24			0.28			0.41			0.07			0.07			1.00		
SALARY FACTOR:	0.92			0.93			0.92			0.85			0.92			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
DISCIPLINE: VISUAL & PERFORMING ARTS																		
PRIVATE, 1989-90:							**MAJOR FIELD: DRAMATIC ARTS**											
AVERAGE SALARY:	41851	100	62	33951	126	71	27562	152	88	26362	21	20	23650	31	26	32665	414	133
FAC MIX PCT:	0.24			0.30			0.38			0.05			0.07			1.00		
SALARY FACTOR:	0.88			0.92			0.90			0.89			0.98			0.87		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of dramatic arts was reported in 104 of the 210 state (AASCU) institutions. The average salary of the 577 faculty was $29,982. This average salary was approximately 8 percent (0.92%) lower than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of dramatic arts was reported in 119 of the same 210 state (AASCU) institutions. The average salary of the 704 faculty was $35,034. This average salary was approximately 8 percent (0.92%) lower than the average salary of $38,232 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in dramatic arts after three years in the state institutions studied was 16.9 percent ($35,034 minus $29,982 equals $5,052). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3.1 percent or an average of 1.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison therefore, the faculty in the discipline/major field of dramatic arts increased their salaries by 0.3% less, than the faculty in ALL MAJOR FIELDS (17.2% minus 16.9% equals 0.3%).

The reader may note that the faculty mix percentage in dramatic arts is lower at the professor rank than at the assistant professor rank in both the

state studies: 0.29 vs 0.36 (1986-87) and 0.30 vs 0.36 (1989-90),respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to dramatic arts in both of the state studies.

Finally, the hiring rate of new assistant professors in dramatic arts is high in the state studies: 5.0 percent (29/577) in 1986-87 vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in dramatic arts in 1989-90 was 9.1 percent (64/704) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of dramatic arts is more than for ALL MAJOR FIELDS in both of the state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of dramatic arts was reported in 131 of the 265 private institutions. The average salary of the 407 faculty was $27,834. This average salary was approximately 11 percent (0.89%) lower than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of dramatic arts was reported in 133 of the same 265 private institutions. The average salary of the 414 faculty was $32,665. This average salary was approximately 13 percent (0.87%) lower than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in dramatic arts after three years in the private institutions studied was 17.4 percent ($32,665 minus $27,834 equals $4,831). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.6 percent or approximately 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of dramatic arts (17.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.7 percentage points (19.1% minus 17.4% equals 1.7%) more than faculty in the discipline/major field of dramatic arts. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

The reader may note that the faculty mix percentage in the field of dramatic arts at the professor rank is less than at the assistant professor rank in the private studies: 0.24 vs. 0.41 (1986-87), respectively; and 0.24 vs. 0.38,(1989-90), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to dramatic arts in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in dramatic arts in the 1986-87 private study was higher than the hiring rate in ALL MAJOR FIELDS, 7.1 percent (29/407) vs. 4.7 percent (1,279/27,249),

respectively. However, in the 1989-90 state study the hiring rate of new assistant professors in dramatic arts was slightly less than that in ALL MAJOR FIELDS, 5.1 percent (21/414) vs. 5.2 percent (1,476/28,609), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of dramatic arts and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,102 faculty in the discipline/major field of dramatic arts participated and were included in the overall total of 162,885 faculty in all 36 disciplines/ major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of dramatic arts is currently (1989-90) some 8 and 13 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for dramatic arts in the private institutions is approximately 3 percent less in comparison to that in the state institutions in 1986-87. The overall faculty salary average in the private institutions is now (1989-90) 5 percent less in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in dramatic arts, in both the state and private in-

stitutions, received overall salary increases for three years above the cost-of-living. Dramatic arts faculty salaries in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period.

Third, in the discipline/major field of dramatic arts, the assistant professor rank has a greater percentage compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing slightly in the state institutions, compared to the private institutions. It seems a higher percentage of new assistant professors are being hired in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in dramatic arts, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Linda D. Smith is associate director of the Career Development Center at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University
at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science
& Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College
at Brockport (NY)
State University of New York College
at Buffalo (NY)
State University of New York College
at Fredonia (NY)
State University of New York College
at Old Westbury (NY)
State University of New York College
at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--
St. Croix
University of the Virgin Islands--
St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
N[illegible]arene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed Coll[illegible]e (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South (TN)
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN FINE ARTS/DRAWING FOR THE YEARS 1986-87 AND 1989-90

By
Richard D. Howe
and
Linda D. Smith

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including fine arts/drawing. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of fine arts/drawing in the CIP is as follows:

> An instructional program that describes the aesthetic qualities, techniques, and creative processes for communicating ideas, feelings, and inner visions through representation by lines; a delineation of form without reference to color.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p.159.--50.705.)]

This article presents a summary of the overall average salary increases in the discipline/major field of fine arts/drawing from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of fine arts/drawing faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-1984 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from

all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professor of fine arts/drawing in the 1986-87 state study means that 34 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of .93 for assistant professors in the discipline/major field of fine arts/drawing in the 1986-87 state study means that their salaries are 7 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of fine arts with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: VISUAL & PERFORMING ARTS																		
STATE, 1986-87: **MAJOR FIELD: DRAWING**																		
AVERAGE SALARY:	37246	521	121	30600	485	129	25339	379	121	23541	45	36	20354	51	39	31258	1436	146
FAC MIX PCT:	0.36			0.34			0.26			0.03			0.04			1.00		
SALARY FACTOR:	0.94			0.94			0.93			0.90			0.95			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: VISUAL & PERFORMING ARTS																		
STATE, 1989-90: **MAJOR FIELD: DRAWING**																		
AVERAGE SALARY:	43514	522	116	35669	437	124	28781	359	117	26949	74	48	23728	59	32	36335	1377	137
FAC MIX PCT:	0.38			0.32			0.26			0.05			0.04			1.00		
SALARY FACTOR:	0.93			0.93			0.90			1.04			0.97			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		

DISCIPLINE: VISUAL & PERFORMING ARTS																		
PRIVATE, 1986-87: **MAJOR FIELD: DRAWING**																		
AVERAGE SALARY:	35230	186	107	28502	213	103	23295	190	105	21903	31	24	20710	35	26	28485	624	171
FAC MIX PCT:	0.30			0.34			0.30			0.05			0.06			1.00		
SALARY FACTOR:	0.88			0.92			0.91			0.88			1.01			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
DISCIPLNE: VISUAL & PERFORMING ARTS																		
PRIVATE, 1989-90: **MAJOR FIELD: DRAWING**																		
AVERAGE SALARY:	41724	142	87	32462	178	112	27197	168	101	28888	24	18	23602	24	22	32888	512	163
FAC MIX PCT:	0.28			0.35			0.33			0.05			0.05			1.00		
SALARY FACTOR:	0.88			0.88			0.89			0.97			0.98			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of fine arts/drawing was reported in 146 of the 210 state (AASCU) institutions. The average salary of the 1,436 faculty was $31,258. This average salary was approximately 4 percent (0.96%) lower than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of fine arts/drawing was reported in 137 of the same 210 state (AASCU) institutions. The average salary of the 1,377 faculty was $36,335. This average salary was approximately 5 percent (0.95%) lower than the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in fine arts/drawing after three years in the state institutions studied was 16.2 percent ($36,335 minus $31,258 equals $5,077). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 2.4 percent or an average of 0.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus

$32,611 equals $5,602). In comparison to the discipline/major field of fine arts/drawing (16.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.0 percentage points (17.2% minus 16.2% equals 1.0%) more than faculty in the discipline/major field of fine arts/drawing. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in the discipline/major field of fine arts/drawing was greater at the professor rank than at the assistant professor rank in the 1986-87 state study; 0.36 vs. 0.26, respectively. In the 1989-90 state study the full professor rank is still higher than the assistant professor rank; 0.38 vs. 0.26, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to fine arts/drawing in both of the state studies.

Finally, the hiring rate of new assistant professors in fine arts/drawing was low in the state studies: 3.1 percent (45/1,436) in 1986-87 vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS in 1986-87. Presently, the hiring rate of new assistant professors in fine arts/drawing is 5.4 percent (74/1,377) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS. In other words the hiring rate in the discipline/major field of fine arts/drawing is less than for ALL MAJOR FIELDS in the 1986-87 state studies and is slightly higher in the state studies of 1989-90.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of fine arts/drawing was reported in 171 of the 265 private institutions. The average salary of the 624 faculty was $28,485. This average salary was approximately 9 percent (0.91%) lower than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of fine arts/drawing was reported in 163 of the same 265 private institutions. The average salary of the 512 faculty was $32,888. This average salary was approximately 12 percent (0.88) lower than the average salary of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in fine arts after three years in the private institutions studied was 15.5 percent ($32,888 minus $28,485 equals $4,403). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 1.7 percent or 0.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to the discipline/major field of fine arts/drawing (15.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.6 percent (19.1% minus 15.5% equals 3.6%) more than faculty in the discipline/major field of fine arts/drawing. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8

percent per year over the three-year period.

The reader may note that the faculty mix percentage in the discipline/major field of fine arts/drawing is equal at the professor rank and at the assistant professor rank for 1986-87: 0.30 vs. 0.30, respectively. However, for 1989-90, the faculty mix percentange for fine arts/drawing is slightly lower at the professor rank than at the assistant professor rank: 0.28 vs. 0.33, respectively. This is slightly different than ALL MAJOR FIELDS for the private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively.

Finally, the hiring rate of new assistant professors in fine arts/drawing was low in the state studies: 3.1 percent (45/1,436) in 1986-87 vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS in 1986-87. Presently, the hiring rate of new assistant professors in the fine arts/drawing is 5.4 percent (74/1,377) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS. In other words the hiring rate in the discipline/major field of fine arts/drawing is less than for ALL MAJOR FIELDS in the 1886-87 studies and is slightly higher in the state studies of 1989-90.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of fine arts/drawing and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,949 faculty in the discipline/major field of fine arts/drawing participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the

trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of fine arts/drawing is currently (1989-90) some 5 and 12 percent below the overall faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for fine arts/drawing in the private institutions was approximately 5 percent less in comparison to that in the state institutions in 1986-87. The overall faculty salary average in the private institutions is now (1989-90) approximately 9 percent less compared to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in fine arts/drawing in both state and private institutions received overall salary increases for three years above the cost-of-living. The "real" salaries of fine arts/drawing faculty in both the private institutions have some catching up to do in salary in comparison with their colleagues in ALL MAJOR FIELDS.

Third, currently (1989-90) in the discipline/major field of fine arts/drawing the full professor rank is higher than the assistant professor rank in the state and and lower in the private institutions. It seems an average percentage of new assistant professors are being hired in the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in fine arts/drawing, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Linda D. Smith is associate director of the Offfice of Career Development at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (P
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science & Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College
at Brockport (NY)
State University of New York College
at Buffalo (NY)
State University of New York College
at Fredonia (NY)
State University of New York College
at Old Westbury (NY)
State University of New York College
at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC
University of North Carolina at Wilmington (NC
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (S
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--
St. Croix
University of the Virgin Islands--
St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

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Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Platteville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

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APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

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Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (NJ)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South (TN)
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN EDUCATION FOR THE YEARS 1986-87 AND 1989-90

By
Richard D. Howe
and
Steven L. Widenhouse

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including education. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of education in the CIP is as follows:

> A summary of groups of instructional programs that describe the art or processes of imparting knowledge, developing the powers of reasoning and judgement, and preparing others intellectually for a more mature life.
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 66.--13.)]

This article presents a summary of the overall average salary increases in the discipline/major field of education from the "baseline year" of 1986-87 to

and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of education faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-1984 and is based on prices of food, clothing,shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing change in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professor of education in the 1986-87 state study means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of education in the 1986-87 state study means that their salaries are less then 1 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION																		
STATE, 1986-87: MAJOR FIELD: EDUCATION																		
AVERAGE SALARY:	39601	887	104	32690	752	109	26351	538	98	25177	85	42	21163	150	51	33115	2327	113
FAC MIX PCT:	0.38			0.32			0.23			0.04			0.06			1.00		
SALARY FACTOR:	0.99			1.00			0.97			0.96			0.99			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: EDUCATION																		
STATE, 1989-90: MAJOR FIELD: EDUCATION																		
AVERAGE SALARY:	46646	744	100	37833	604	94	30592	593	96	29734	132	61	23376	111	44	38153	2052	106
FAC MIX PCT:	0.36			0.29			0.29			0.06			0.05			1.00		
SALARY FACTOR:	0.99			0.99			0.96			1.14			0.95			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
DISCIPLINE: EDUCATION																		
PRIVATE, 1986-87: MAJOR FIELD: EDUCATION																		
AVERAGE SALARY:	37400	303	94	29483	314	107	24764	267	97	22542	37	31	22523	54	27	30296	938	145
FAC MIX PCT:	0.32			0.33			0.28			0.04			0.06			1.00		
SALARY FACTOR:	0.93			0.95			0.97			0.90			1.10			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	165
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
DISCIPLINE: EDUCATION																		
PRIVATE, 1989-90: MAJOR FIELD: EDUCATION																		
AVERAGE SALARY:	43810	344	100	34879	355	118	28845	340	113	27591	65	55	24863	58	37	35279	1097	153
FAC MIX PCT:	0.31			0.32			0.31			0.06			0.05			1.00		
SALARY FACTOR:	0.92			0.95			0.94			0.93			1.03			0.94		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of education was reported in 113 of the 210 state (AASCU) institutions. The average salary of the 2,327 faculty was $33,115. This average salary was approximately 2 percent (1.02%) higher than the average salary of $32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of education was reported in 106 of the same 210 state (AASCU) institutions. The average salary of the 2,052 faculty was $38,153. This average salary was approximately the same as the average salary of $38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in education after three years in the state institutions studied was 15.2 percent ($38,153 minus $33,115 equals $5,038). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 1.4 percent or an average of 0.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent ($38,213 minus $32,611 equals $5,602). In comparison to the discipline/major field of education (15.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.0 percentage points (17.2% minus 15.2% equals 2.0%) more than faculty in the discipline/major field of education. In "real" or inflation-adjusted terms, faculty in ALL MAJORS FIELDS increased their slaries over the period by 3.4 percent.

The reader may note that the faculty mix percentages in education are higher at the professor rank than at the assistant professor rank for both of the state studies. The faculty mix percentages of professor and assistant

professor are 0.38 and 0.23 (1986-87) respectively; and 0.36 and 0.29 (1989-90) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 vs. 0.28 (1986-87), respectively; and 0.34 vs. 0.29 (1989-90) respectively. In other words ALL MAJOR FIELDS has a lower percentage of full professors and a higher or similar percentage of assistant professors when compared to education in both of the state studies.

Finally, the hiring rate of new assistant professors in education is very similar in the 1986-87 state study compared to ALL MAJOR FIELDS: 3.7 percent (85/2,327) vs. 3.6 percent (1,869/51,460), respectively. In 1989-90, however, the hiring rate of new assistant professors in education is higher than that of ALL MAJOR FIELDS: 6.5 percent (132/2,052) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of education was reported in 145 of the 265 private institutions. The average salary of the 938 faculty was $30,296. This average salary was approximately 4 percent (0.96%) lower than the average salary of $31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the major field of education was reported in 153 of the same 265 private institutions. The average salary of the 1,097 faculty was $35,279. This average salary was approximately 6 percent (0.94%) lower than the average of $37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in education after three

years in the private institutions studied was 16.4 percent ($35,279 minus $30,296 equals $4,983). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 2.6 percent or 0.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent ($37,422 minus $31,411 equals $6,011). In comparison to ALL MAJOR FIELDS (19.1%), therefore, the faculty in the discipline/major field of education increased their salaries by 2.7 percent (19.1% minus 16.4% equals 2.7%) less than faculty in ALL MAJOR FIELDS. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

The reader may note that in the field of education, the faculty mix percentage is rather similar at the professor rank and at the assistant professor rank in the private studies: 0.32 vs. 0.28 (1986-87), respectively; and 0.31 vs. 0.31 (1989-90), respectively. These proportions are also very similar to those at the same ranks for ALL MAJOR FIELDS in both private studies: 0.31 vs 0.31 (1986-87), respectively; and 0.32 vs 0.31 (1989-90), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in education was lower than the hiring rate in ALL MAJOR FIELDS in the 1986-87 private study: 3.9 percent (37/938) vs. 4.7 percent (1,279/ 27,249), respectively, and higher in the 1989-90 private study: 5.9 percent (65/1097) vs. 5.2 percent (1,476/28,607), respectively. In other words the hiring rate in the discipline/ major field of education is greater than that for ALL MAJOR FIELDS in the 1989-90 private study.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of education and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,414 faculty in the discipline/major field of education participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of education is currently (1989-90) equal to and 6 percent lower in the state and private institutions, respectively, than the overall average faculty salary of ALL MAJOR FIELDS. The average faculty salary for education in the private institutions was lower 6 percentage points in comparison to that in the state institutions in 1986-87. The overall faculty salary average in the private institutions is now (1989-90), approximately 6 percent less compared to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in education, in both the state and private institutions, received overall salary increases for three years above the cost-of-living.The "real" salaries of Education faculty in the state and private institutions lagged behind faculty salaries in ALL MAJOR FIELDS during

the same period,however. Education faculty in private institutions have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS and their colleagues in the state institutions.

Third, in the discipline/major field of education, the assistant professor rank has a much lower percentage of faculty compared to the full professor rank in the state institutions for both 1986-87 and 1989-90, while in the private institutions this difference is much less pronounced. The full professor rank appears to be decreasing at a slightly faster rate in the state than in the private institutions. It seems that an increasing percentage of new assistant professors are being hired both in the state and private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in education, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Steven L. Widenhouse is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

FOREIGN LANGUAGES

GEOLOGY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL: 36

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)
Alabama State University (AL)
Albany State College (GA)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bluefield State College (WV)
Bridgewater State College (MA)
California State University, Bakersfield (CA)
California State University, Hayward (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Chadron State College (NE)
Christopher Newport College (VA)
Citadel, (The) Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
College of Staten Island, The (NY)
Columbus College (GA)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Tennessee State University (TN)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida Atlantic University (FL)
Fort Hays State University (KS)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (WV)
Kearney State College (NE)
Keene State College (NH)
Kennesaw State University (GA)
Kent State University (OH)
Lake Superior State University (MI)
Lamar University--Beaumont (TX)
Lander College (SC)
Lewis-Clark State College (ID)
Lincoln University (MO)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Maine Maritime Academy (ME)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (KY)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science & Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Old Westbury (NY)
State University of New York College at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
Universtiy of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--St. Croix
University of the Virgin Islands--St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Platteville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Bard College (NY)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Bellevue College (NE)
Benedictine College (KS)
Bethune-Cookman College (FL)
Birmingham-Southern College (AL)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (AL)
Bridgewater College (VA)
Brigham Young University (UT)
Bryant College (RI)
Bryn Mawr College (PA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Canisius College (NY)
Capital University (OH)
Carroll College (MT)
Carroll College (WI)
Catawba College (NC)
Catholic Theological Union (IL)
Catholic University of America, The (DC)
Cedar Crest (PA)
Cedarville College (OH)
Central College (IA)
Central Methodist College (MO)
Central Wesleyan College (SC)
Chapman College (PA)
Christian Brothers College (TN)
Clark University (MA)
Cogswell Polytechnical University (CA)
Coker College (SC)
College of Mount Saint Vincent (NY)
College of Mount St. Joseph (OH)
College of Saint Mary (NE)
College of St. Scholastica (MN)
College of St. Thomas (MN)
College of the Holy Cross (MA)
College of Wooster, The (OH)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb College (TN)
Defiance College, The (OH)
Depaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elmira College (NY)
Embry-Riddle Aeronautical University (FL)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Fontbonne College (MO)
Franklin and Marshall College (PA)
Furman University (SC)
George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)
Georgetown University (DC)
Georgian Court College (PA)
GMI Engineering & Management Institute (MI)
Gonzaga University (WA)
Gordon-Conwell Theological Seminary (MA)
Grace College & Theological Seminary (IN)
Guilford College (NC)
Hamline University (MN)
Hampton University (VA)
Hawaii Pacific College (HI)
Heidelberg College (OH)
Hiram College (OH)
Holy Names College (CA)
Hood College (MD)
Huston-Tillotson College (TX)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University, The (MD)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lewis & Clark College (OR)
Lincoln Memorial University (TN)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Luther College (IA)
Lutheran Theological Seminary at Gettysburg (PA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna College (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattanville College (NY)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marywood College (PA)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Milliken University (IL)
Missouri Baptist College (MO)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Mount Vernon College (DC)
Muskingum College (OH)
Nazarene Theological Seminary (MO)
Neumann College (PA)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College (OH)
Notre Dame Seminary (LA)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of the Holy Cross College (LA)
Our Lady of the Lake University (TX)
Paine College (GA)
Palm Beach Atlantic College (FL)
Park College (MO)
Parks College of St. Louis University (IL)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Polytechnic University (NY)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rhode Island School of Design (RI)
Rider College (NJ)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint John's University (MN)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
School of the Ozarks, The (MO)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Talladega College (AL)
Taylor University (IN)
Texas Christian University (TX)
Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College of Vermont (VT)
Trinity University (TX)
United Theological Seminary of the Twin Cities (MN)
University of Charleston, The (SC)
University of Dayton (OH)
University of Detroit (MI)
University of Dubuque Theological Seminary (IA)
University of Findlay, The (OH)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
University of the South (TN)
University of Tulsa (OK)
Valparaiso University (IN)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Wesleyan College (GA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmar College (IA)
Westminster College of Salt Lake City (UT)
Westminster Theological Seminary (PA)

TOTAL: 265